



POST CRITICAL INCIDENT SUPPORT

Operations Order

4.10.02

PHOENIX POLICE DEPARTMENT

Rev. 07/26/23

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1. POST USE OF FORCE TRAUMA

A. Purpose

- (1) The physical and emotional well-being of Department employees is a primary concern following any use of force.
- (2) The following Guidelines have been established to ensure the physical and emotional needs of Department personnel are addressed.

B. Definitions

(1) Critical Use of Force Incident	Any situation where an employee seriously injures or kills a person
(2) Persons Directly Involved	Employees who seriously injure a person or who are seriously injured and those who directly participate in the incident
(3) Use of Force Trauma	The emotional and physical effects that may occur to persons who have been involved physically or emotionally in a use of force incident

C. Assistance at the scene of any Use of Force Incident

- (1) Employee Assistance Unit (EAU) Members – The on-call EAU detective will be contacted to evaluate the incident and call out additional EAU team members, a contracted clinician, and other EAU resources as needed in all use of force incidents.

D. Post Use of Force or Critical Incident Counseling

- (1) Employees directly involved in a critical Use of Force Incident – All employees directly involved in a use of force incident resulting in death or serious injury will attend a post critical incident evaluation with the contracted clinician listed in this order.
- (2) Employees directly or indirectly involved in a critical incident – All employees directly or indirectly involved in a critical incident will, at their request or the request of their supervisor, be afforded appropriate care as determined in consultation with their chain of command, EAU, and a contracted health clinician.
 - (a) When it is not immediately clear whether an employee is considered “directly involved”, it will be determined on a case by case basis by the EAU team in consultation with the contracted clinician and the employee’s chain of command.
- (3) The post critical incident evaluation will be scheduled as soon as possible after the incident by EAU.
 - (a) Follow-up sessions will be available at no expense to employees.
 - (b) Critical Incident Stress Management (CISM)/Peer Support through EAU is available 24-hour a day, 7 days a week. The 24/7 number for the on-call EAU detective is (602) 262-1892.
- (4) Employees will meet with the contracted clinician a minimum of two times before being released to enforcement duties, and a minimum of one time, 60 days after being released to enforcement duties.
- (5) Verification of the visits from the clinician’s office (not the contents of the session) will be included in the [Critical Incident Return-to-Work Authorization 80-594D](#) to be forwarded to the appropriate assistant chief for review and his/her signature.

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1. D. (6) Employees Not Directly Involved in a Use of Force Incident

- (a) All employees who feel they are or may be negatively affected as a result of their involvement are strongly encouraged to contact EAU to discuss available options and appropriate resources. This may include employee's spouses or immediate family members.
- (7) Clinician Contracted to Provide Post Use of Force Counseling - Contact the Employee Assistant Unit (EAU) at (602) 262-1892 for the current City contracted clinician.
- (8) Counseling Confidentiality Assurance - Employees who seek consultation or receive counseling through the City's contracted psychologist are assured maximum confidentiality (Per [ARS 38-1111](#)).
 - (a) No individual, group, organization, department, City employee, or City official shall have access to any information regarding an individual's participation in the program except as noted.
 - (b) The only exception to the guarantee of confidentiality is an indication by the officer to the contracted clinician of any **immediate physical danger to self or others**.
 - (c) In the event of such an occurrence, the Police Chief shall be notified, or action taken to ensure protection of those concerned.

2. **POST USE OF FORCE REASSIGNMENT**

A. Reassignment Guidelines

(1) Employees Who Seriously Injure or Kill a Person	- Any employee who seriously injures or kills a person and is able to work <u>will be</u> assigned at home for a minimum of one week following the incident. - The employee will ensure availability to investigators. - The employee <u>may</u> be assigned to a non-enforcement position for at least three additional weeks pending administrative review at the discretion of the affected employee's commander/administrator and in consultation with the affected employee. - The Police Chief may return the employee to full duty prior to the Critical Incident Review Board upon recommendation of the officer's assistant chief. - The employee will attend a post critical incident evaluation as soon as possible, as well as a second meeting before returning to work in an enforcement capacity.
(2) Any Other Employee Directly Involved in a Use of Force Incident	- Any other employee directly involved in a use of force incident resulting in death or serious injury to any person may be reassigned to a non-enforcement position pending administrative review of the incident. - The Police Chief may return the employee to full duty prior to the Critical Incident Review Board upon recommendation of the officer's assistant chief. - The employee will attend a post critical incident evaluation with the contracted clinician.

- B. Any employee involved in a use of force incident resulting in assignment at home will have **PX** time (Use of Force/Administrative Leave) entered in [eCHRIS](#) by the Fiscal Management Bureau/Human Resource Unit supervisor.
- C. All employees directly involved in a Class III discharge of a firearm will be referred to the Training Bureau firearms staff for an appointment prior to returning to enforcement duty from administrative leave.
 - (1) The employee's bureau/precinct commander/administrator or designee will be responsible for contacting the Training Bureau firearms staff to schedule the appointment.

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2. C. (2) This appointment will provide employees with the opportunity to fire their duty weapon, and if necessary, qualify on a replacement weapon and discuss any weapons related questions they may have as a result of their shooting incident.

3. **RETURN TO WORK PROCEDURES AND FORM**

- A. All employees involved in a critical use of force incident will be required to complete all steps outlined in the [Critical Incident Return to Work Authorization Form 80-594D](#).
- B. The form must be completed by their commander/administrator and signed by the Police Chief prior to returning to their regular work assignment.
- C. The form must be forwarded to the Office of Administration for review and approval approximately 10 days prior to the anticipated return to enforcement date.
- D. The completed form will be retained by the Training Bureau.

4. **CRITICAL INCIDENT REVIEW BOARD FINDINGS**

- A. The administrative review process will be considered complete upon the findings of the Critical Incident Review Board, if the incident is found within policy, or upon completion of the disciplinary review process, if the incident is found to be out of policy.

Last Organizational Review: